



Predictors of Quality of Work Life and Job Performance in Clinical Staff in Qazvin, Iran

Mehri Kalhor¹, Fatemeh Samieerad², Mahbobeh Garshasbi³, Maryam Mafi⁴, Fatemeh Ranjkesh^{5*}

¹MSc in Midwifery, Kosar Hospital, Qazvin University of Medical Sciences, Iran

²Associate Professor of Pathology, Medical Faculty, Qazvin University of Medical Sciences, Iran

³Bachelor of Nursing, Kosar Hospital, Qazvin University of Medical Sciences, Iran

⁴MSc in Biostatistics, School of Nursing and Midwifery, Qazvin University of Medical Sciences, Qazvin, Iran

⁵MSc in Midwifery, School of Nursing and Midwifery, Midwifery Faculty, Qazvin University of Medical Sciences, Qazvin, Iran

Abstract

Background and aims: Hospital staff are the main personnel of healthcare who play an important role in improving the health of the society. Quality of working life can affect job performance in clinical staff. This study aimed to examine the relationship between quality of work life and job performance in clinical staff working at Kosar hospital, Qazvin.

Methods: This cross-sectional study was conducted (during July to October 2016) on 163 clinical staff working at Kosar hospital of Qazvin, after obtaining the consent from the authorities. Data were collected using three questionnaires: demographic characteristics, Walton quality of work life, and Paterson's job performance questionnaires. Subjects were selected using census methods. The obtained data were analyzed using SPSS software, version 23 and Stata software, version 11. Statistical tests which were applied for the analysis include Pearson correlation and multiple linear regression (MLR). Level of significant was considered at $P = 0.05$.

Results: No significant correlation was found between the quality of work life and job performance in clinical staff ($P=0.715$, $r=0.029$). The results of linear regression model showed that work experience ($\beta=3.67$, $P=0.04$), type of employment ($\beta=11.3$, $P = 0.001$), and shift work ($\beta=60.49$, $P = 0.001$) can significantly predict occupational performance in clinical staff. In addition, shift work ($\beta=32.27$, $P = 0.001$) can be regarded as a significant predictor of work life quality in clinical staff.

Conclusion: The present study could not support the relationship between quality of work life and job performance; however, the results revealed that some demographic and organizational factors were related to quality of work life and job performance.

Keywords: Quality of working life, Job performance, Clinical staff

*Corresponding Author:

Fatemeh Ranjkesh,
Email:
fatemehranjkesh@yahoo.com

Received: 5 January 2018

Accepted: 9 June 2018

ePublished: 15 September 2018



Introduction

Human is a social entity who has a connection with other people as well as himself. A new attitude toward human is a strategic attitude in changes related to transformations management. Humans are both agent and creator of the work; therefore, they play a central role in transformation of organization. Huge organizational transformations result from unlimited intellectual capabilities of this factor.¹ Now, organizations have a strategic outlook to human resources as valuable and intelligent assets and focus on improving employee's performance and job satisfaction.²

Quality of work life is one of the important issues in human resources, which have attracted a considerable amount of attention of experts in today's world due to the improvement of quality of work resources.³

Improving the quality of work life in employees requires formulating supportive policies of human resources in the organization. People are interested in knowing how their expectations, desires, needs, and dignity are considered in order to make their best efforts to achieve the goals of the organization.^{4,5}

Quality of work life affects individuals' performance in the organization. Thus, it has either a positive or negative impact on the performance of employees in an organization and somehow affects the goals, costs, and effectiveness of organization's programs.⁵ Despite different perceptions regarding the quality of work life, the main and most sensitive part of the quality of life and work life is related to mental and spiritual perceptions of individuals about their work environment. These perceptions include proportion of work and occupation,